

# JOSHUA J. HANCEY

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## PROFILE:

Highly energetic, safety professional, with demonstrated strengths that include assessing organizational needs, setting strategic direction, and implementing initiatives that enhance corporate performance and mitigate overall organizational risk.

## SKILLS:

Corporate Risk Management	Claims Management	Training & Development
Bilingual-Spanish	Fleet Safety/Risk	Casualty Loss Prevention
Quality Control	Project Management	Advanced MS Excel

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## EDUCATION:

**MBA**, *Westminster College, Salt Lake City, UT*  
**B.S., Management/Human Resources**, *Utah State University, Logan, UT*

- International Business Minor

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## WORK EXPERIENCE:

### **Director, Safety, Helpside, September 2018-Present**

- Performs ongoing risk and safety assessments to PEO clients in a variety of different industries (i.e., manufacturing, agriculture, retail, hospitality, transportation, construction, software development, food manufacturing, etc.).
- Deliver safety and risk trainings for a variety of different PEO clients on several platforms (i.e., Learning Management System, in-person, webinar, hand-outs, etc.).
- Develop client and site-specific safety programs, policies and procedures to assist with controlling workplace injuries and complying with state and federal regulations.
- Monitors client workers' compensation losses, performs accident investigations, and works with clients to implement corrective measures to mitigate overall exposure.
- Develop safety and risk audit programs to ensure risks/hazards are controlled in hundreds of locations across the country.
- Perform new client assessments to ensure proper controls are in place prior to joining Helpside's worker's compensation program.
- Provide a variety of different loss and risk reports to management to increase understanding and awareness of safety and risk performance as well as potential risks to the business.

### **Owner/President, J&A Consulting Group, LLC, April 2018-Present**

- Consult clients on overall business risk including, safety, worker's compensation, property, general liability, and business auto.
- Monitor day-to-day safety & risk performance by assisting with field audits and creating customized job hazard identification online forms.
- Conducts on-site inspections to gather additional workers' compensation, general liability, auto, and property risk information to aid in the underwriting decision process.
- Develop and conduct safety and risk trainings to organizations.
- Implement a variety of different surveys/audits to control the overall business risk portfolios.
- Help clients manage workers' compensation claims by implementing back-to-work, nurse triage,

modified duty, and re-employability programs.

- Participate in the development, coaching, and mentoring of junior professional and technical staff.
- Perform routine audits to ensure workers are properly coded to the correct worker's compensation class codes; consult with client to ensure insurance plan meets overall business objectives.

**Director, Safety & Risk Management, Vivint Solar, March 2014-April 2018**

- Developed and distributed safety, fleet, and quality procedures and guidelines for employees across 16 states and over 70 different offices, during periods where the company grew nearly 100% each year.
- Implemented various safety programs that lead to more than a 50% reduction in the recordable injury rate (RIR) and a 80% decrease in serious injuries.
- Coached executives, front line, and safety leadership teams in the understanding and application of key safety management principles, culture changing actions, strategic planning, and execution
- Developed and maintained detailed, comprehensive risk reports for executive leadership.
- Worked with several safety equipment manufactures to develop custom tools and equipment that led to both an increase in productivity and a safer work environment.
- Investigated and made recommendations regarding all company incident reports; developed a Root Cause and Lessons Learned Program that is distributed company wide.
- Developed a variety of safety incentive programs and key metrics to help drive performance across the company.
- Developed an onsite and local facility inspection program to ensure compliance with OSHA, local building codes, and company quality standards.
- Handled all matters relating to corporate risk programs, including pre- and post-loss prevention activities, designed to reduce risk and insurance costs.
- Worked with risk insurance vendors, including insurance carriers, brokers, third-party administrators, defense counsel, case managers, insurance adjusters, safety consultants, etc.
- Designed, developed and wrote company Health and Safety Plan manual to a heighten risk/safety awareness.
- Evaluated safety/claims/loss/insurance information, which helped identify major sources of claims/losses at Vivint Solar and secure insurance coverages.
- Developed an online safety training curriculum; training topics included: ladder safety, driver safety, forklift operation, HAZCOM, DOT, fall protection, asbestos, heat illness, etc.
- Developed a Corporate Emergency Preparedness Plan that helped establish a flexible framework by preparing for, responding to, and recovering from non-routine incidents, regardless of the nature or severity.

**Human Resources/Safety Director, Vivint Solar, January 2013-March 2014**

- Directed human resources at 30 facilities for business groups all across the United States.
- Implemented a new Human Capital Management System, Workday, Company-wide.
- Designed efficient onboarding processes that supported an increased head count of 400%.
- Oversaw employee relations and worked with legal counsel to mitigate company risk.
- Designed and presented management-training programs ranging from first-line supervisors to senior- management teams to facilitate understanding of employment relations, diversity issues, employment law, recruiting, and organizational development; program functioned as cornerstone for employee retention and increased employee morale.
- Initiated human-resources reporting system to update field managers, senior managers, and board of directors on progress of human-resources goals in areas such as recruitment, turnover, employee retention, recruitment cost, benefit cost, and cost-savings efforts

**Human Resource Generalist, URS Corporation, October 2007-January 2013**

- Consult management on local and federal labor and employment laws (FLSA, FMLA, ADA,
- Developed training programs including: writing resumes, job searching, networking, interviewing skills for managers and employees, reward/recognition programs, corporate website navigation, employee led teams, OFCCP, and employee relations for managers.
- Obtained strong employee relations skills by conducting investigations, advising managers/employees on proper conflict resolution on work related issues.
- Gained excellent writing skills by maintaining, editing, and writing new company policies, procedures, and job descriptions.

**Human Resource Assistant, URS Corporation, May, 2007-October 2007**

- Created detailed, custom Excel and Report Smith reports for upper management and other levels of the organization.
- Acquired excellent written and oral communication skills by assisting management on the development and maintenance of employee job descriptions.
- Enhanced written and verbal communication skills by providing direction to individuals on the development and submission of documentation for special audits, conferences, reports, and/or inquiries.

**Safety Trainer, Swift & Company, February 2006-May 2007**

- Obtained extensive training skills by administering general safety classes to Spanish/English speaking employees.
- Acquired general working knowledge of OSHA laws/regulations by teaching and enforcing safe workplace practices about safety signs, fall safety, chemical hazard communication, personal protective equipment, and other safety issues.
- Developed very strong language skills by translating documents into Spanish and English.
- Gained interviewing capabilities through the hiring of new employees.
- Acquired knowledge in employment law by administering training programs in areas such as sexual harassment and workplace violence.
- Provided management support through detailed safety observations and specific safety training classes.
- Developed presentation and PowerPoint skills by presenting a variety of safety training topics.

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**TRAINING:**

- AHERA Contractor/Supervisor, *The Asbestos Institute*, April 2015
- First Aid/CPR Certified Instructor, *National Safety Council*, October 2018
- Fork Lift Certified Trainer, *Utah Safety Council*, May 2018
- Fall Protection Competent Person, *PCS*, April 2015
- OSHA 30 Certification

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**ACTIVITIES/AWARDS:**

- **Safety Management Innovation Award**, *America Society of Safety Engineers*, 2017
- **Rising Star**, *National Safety Council*, 2015
- **Robert F. Parenti Individual Achievement in Safety**, *Utah Safety Council*, 2015
- **Safety Trained Supervisor (STS)**, Council of Certification of Health, Environmental and Safety Technologists (CCHST), 2010
- **Professional Human Resources (PHR)**, HRCI, December 2012